

REMARKS

The Applicants thank the Examiner for the detailed Office Action dated May 6, 2002. Claims 1-31 were pending in the Application. Claims 1-31 stand rejected. Claims 1, 9, 22, 27, and 28 have been amended. Claims 1-31 are now pending in this Application. This Reply and Amendment is intended to be fully responsive to the Office Action dated May 6, 2002.

Claim Rejections – 35 U.S.C. § 102

In Section 6 of the Office Action, the Examiner rejected Claims 1-18, 20, 22-25, and 27-30 under 35 U.S.C. § 102(e) as being anticipated by U.S. Patent No. 6,275,812 ("Haq et al.").

Claims 1, 9, 22, 27, and 28 are in independent form. Claims 2-8 depend from independent Claim 1, Claims 10-18 and 20 depend from independent Claim 9, Claims 23-25 depend from independent Claim 22, and Claims 29 and 30 depend from independent Claim 28.

Haq et al. shows an "intelligent system for dynamic resource management" in the form of a "system or method for human resource skill management, training, career development, and deployment, linking specialties, job functions, skill sets, and experience/training profiles" (see Haq et al. at Abstract). The method uses "skill templates" that "allows for systematic evaluation of employee skills" (see Haq et al. at Abstract). A "weighting system is used to establish the relative significance of various skills" (see Haq et al. at Abstract). "Assessment of employee suitability for a project is based on quantitative evaluation and not on a subjective consideration" (see Haq et al. at Abstract). The "system allows for skills to be sub-classified as per technology" (see col. 1, line 57). "[F]or the purposes of this disclosure, the term 'specialty' means a general type of employee, whereas 'job' means a particular sort of employee having the specialty" (col. 3, lines 6-10). The "employees are categorized (70) as per their area of specialty e.g., RF engineers, Project

Managers, Design Engineers, Software Engineers etc. Each specialty has specific roles that it can assume for the accomplishment of a project. These roles and responsibilities must be clearly defined. There is also a certain skill set (72) associated with each specialty that basically defines that specialty" (col. 3, lines 22-32). "A sophisticated, carefully designed skills assessment system is the key element of the ISDRM. The system is based on a skills assessment form" (col. 3, lines 52-56). "Separate skills assessment forms are developed for each specialty" (col. 3, lines 54-55).

Haq et al. does not identically disclose the combination of elements recited in independent Claims 1, 9, 22, 27, and 28 (as amended). For example, independent Claim 1 (as amended), is directed to a "diagnostic tool for classifying an individual based on work pattern data of the individual" including, among other limitations, a "plurality of work pattern groups, each work pattern group having a plurality of predefined characteristics, wherein the work pattern groups are configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," which is not identically disclosed in Haq et al. Claim 9 (as amended), is directed to a "system for prescribing a knowledge management solution for an individual in a work environment" including, among other limitations, a "plurality of work pattern groups configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," which is not identically disclosed in Haq et al. Claim 22 (as amended), is directed to a "method of classifying an individual based on work pattern data associated with the individual" including, among other limitations, "defining a plurality of work pattern groups, each work pattern group being associated with a work pattern characteristic and based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," which is not identically disclosed in Haq et al. Claim 27 (as amended), is directed to a "method of classifying an individual as a member of at least one of a plurality of

work pattern groups based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual" including, among other limitations, "measuring a work characteristic of the individual associated with performance of the individual's work" and "identifying the individual as a member of at least one of the plurality of work pattern groups based on the measured work characteristic," which is not identically disclosed in Haq et al. Claim 28 (as amended), is directed to a "method for prescribing a knowledge management solution for an individual in a work environment" including, among other limitations, "defining a plurality of work pattern groups and a plurality of work pattern characteristics associated with each work pattern group, wherein the work pattern groups are configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual" and "recommending a knowledge management solution for the individual based on the defined personal profile," which is not identically disclosed in Haq et al.

Accordingly, Claims 1, 9, 22, 27, and 28 have been amended for clarity. The Applicants submit that the rejection under 35 U.S.C. § 102(e) has been overcome and Claims 1-18, 20, 22-25, and 27-30 are patentable.

Claim Rejections – 35 U.S.C. § 103(a)

In Section 5 of the Office Action, the Examiner rejected Claims 19, 21, 26, and 31 under 35 U.S.C. § 103(a) as being obvious over Haq et al. in view of U.S. Patent No. 6,070,143 ("Barney et al.").

Claims 9, 22, and 28 are in independent form. Claims 19 and 21 depend from independent Claim 9, Claim 26 depends from independent Claim 22, and Claim 31 depends from independent Claim 28.

Haq et al. shows an "intelligent system for dynamic resource management" in the form of a "system or method for human resource skill management, training, career development, and deployment, linking specialties, job functions, skill sets, and

experience/training profiles" (see Haq et al. at Abstract). Barney et al. relates to a "system and method for analyzing work requirements and linking human resource products to jobs" in the form of a "job analysis system and method of operating a computer" (see Barney et al. at Abstract). The "job analysis system" includes a "master job analysis database," a "products database containing human resource products," and a "knowledge management module" (see Barney et al. at Abstract). The "master job analysis database" contains "dimensions" and "dimension job analysis survey portions associated therewith" (see Barney et al. at Abstract). The "knowledge management module" includes a "survey assembly program that allows a user to select ones of the work-oriented, worker-oriented and work context dimensions from the master job analysis database and creates a job analysis survey from the associated ones of the job analysis survey portions" and a "survey analysis program that allows the user to identify key worker-oriented dimensions and links the key worker-oriented dimensions to the human resource products in the product database" (see Barney et al. at Abstract).

Haq et al. in combination with Barney et al. would not result in the subject matter recited in independent Claims 9, 27, and 28 (or Claims 19 and 21 that depend from independent Claim 9, Claim 26 that depends from independent Claim 22, and Claim 31 that depends from independent Claim 28) because the proposed modification of Haq et al. in combination with Barney et al. does not disclose, teach or suggest the "plurality of work pattern groups configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," "defining a plurality of work pattern groups" being "based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," and "work pattern groups" "configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual" recited in independent Claims 9, 22, and 28.

Additionally, Claims 19, 21, 26, and 31 variously depend from independent Claim 9, 22, and 28, which recites patentable subject matter not disclosed, taught or suggested by the cited combinations of references, alone or in any proper combination. Dependent Claims 19, 21, 26, and 31 recite additional limitations to the limitations recited in patentable base Claim 9, 22, and 28 such that the recited subject matter of Claims 19, 21, 26, and 31 is patentable over the cited references under 35 U.S.C. § 103(a). See 35 U.S.C. § 112 ¶ 4.

Furthermore, to transform Haq et al. in combination with Barney et al. into the "plurality of work pattern groups configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," "defining a plurality of work pattern groups" being "based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual," and "work pattern groups" "configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual" recited in independent Claims 9, 22, and 26 would require still further modification, and such modification is taught only by the Applicant's own disclosure (using hindsight), which is improper. No suggestion or motivation to combine the cited references is presented in the cited references themselves.

The subject matter recited in independent Claim 9 (and corresponding dependent Claims 19 and 21), independent Claim 22 (and corresponding dependent Claim 26), and independent Claim 28 (and corresponding dependent Claim 31), considered as a whole, would not have been obvious to a person having ordinary skill in the art and are patentable. Accordingly, the Applicants request withdrawal of the rejection of Claims 19, 21, 26, and 31 under 35 U.S.C. § 103(a).

* * *

The Applicants respectfully submit that each and every outstanding objection and rejection has been overcome, and the present Application is in a condition for allowance. The Applicants request reconsideration and allowance of pending Claims 1-31.

The Examiner is invited to contact the undersigned by telephone if it is felt that a telephone interview would advance the prosecution of the present application.

Respectfully submitted,

Date 7/8/02

By Scott D. Anderson

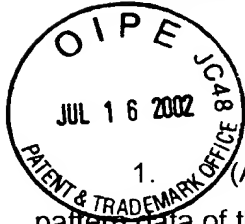
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APPENDIX A

VERSION WITH MARKINGS TO SHOW CHANGES MADE TO THE CLAIMS



App. No. 09/382,141

Atty. Dkt. No. 026167-0616

1. (Amended Once) A diagnostic tool for classifying an individual based on work pattern data of the individual, comprising:

a plurality of work pattern groups, each work pattern group having a plurality of predefined characteristics, wherein the work pattern groups are configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual;

an interface for inputting work pattern data associated with the individual; and
a diagnostic engine for correlating the work pattern data with the predefined characteristics and classifying the individual as a member of at least one of the plurality of work pattern groups based on the correlation.

9. (Amended Once) A system for prescribing a knowledge management solution for an individual in a work environment, comprising:

a diagnostic tool;

an interface coupled to the diagnostic tool for inputting work pattern data associated with the individual;

a plurality of work pattern groups configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual; and

a prescription tool;

wherein the diagnostic tool correlates the work pattern data with the work pattern groups, defines a personal profile for the individual based on the correlation and the prescription tool recommends a knowledge management solution for the individual based on the personal profile.

22. (Amended Once) A method of classifying an individual based on work pattern data associated with the individual, the method comprising:

defining a plurality of work pattern groups, each work pattern group being associated with a work pattern characteristic and based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual;

measuring a first work pattern data of the individual representative of a degree of interaction between the individual and other individuals in the work environment;

measuring a second work pattern data of the individual representative of a degree of focus associated with work performed by the individual in the work environment;

measuring a third work pattern data of the individual representative of a degree of protocol governing the work performed by the individual in the work environment;

correlating the first, second, and third work pattern data of the individual with the work pattern characteristics of the plurality of work pattern groups; and

classifying the individual as a member of at least one of the work pattern groups based on the correlation.

27. (Amended Once) A method of classifying an individual as a member of at least one of a plurality of work pattern groups based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual, the work pattern groups including a first group, a second group, a third group, a fourth group, a fifth group, and a sixth group, the method comprising:

measuring a work characteristic of the individual associated with performance of the individual's work; and

identifying the individual as a member of at least one of the plurality of work pattern groups based on the measured work characteristic;

wherein work characteristics associated with the first group include a tight work focus, highly protocolled work processes, and a low degree of interaction with other individuals in the work environment;

wherein work characteristics associated with the second group include a contextual work focus, moderately protocolled work processes, and a moderate degree of interaction with other individuals in the work environment;

wherein work characteristics associated with the third group include a wide work focus, logistics-oriented work processes, and a high degree of interaction with other individuals in the work environment;

wherein work characteristics associated with the fourth group include a wide work focus, highly variable work processes, and a high degree of interaction with other individuals in the work environment;

wherein work characteristics associated with the fifth group include a contextual work focus, moderately variable work processes, and a moderate degree of interaction with other individuals in the work environment;

wherein work characteristics associated with the sixth group include a tight work focus, well-defined work processes, and a low degree of interaction with other individuals in the work environment.

28. (Amended Once) A method for prescribing a knowledge management solution for an individual in a work environment, comprising:

defining a plurality of work pattern groups and a plurality of work pattern characteristics associated with each work pattern group, wherein the work pattern groups are configured to be based on how the individual collects, stores, manages, or shares knowledge rather than the position, role, or status of the individual;

collecting work pattern data associated with the individual;

correlating the work pattern data with the plurality of work pattern characteristics associated with the plurality of work pattern groups;

classifying the individual as a member of at least one of the work pattern groups based on the correlation;

defining a personal profile for the individual, the personal profile including the classification of the individual; and

recommending a knowledge management solution for the individual based on the defined personal profile.